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SUPPLEMENT TO THE MYSORE GAZETTE.

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Published by Authority.

BANGALORE, SATURDAY 16TH NOVEMBER 1867.

MISCELLANEOUS PAPERS.

RECRUITING THE PUBLIC WORKS DEPARTMENT.

ENCLOSURE TO P. W. D. MEMO NO. 1439 E.,
dated 15th October 1867.

No. 103, dated 2nd July 1867.

From—The Government of India.

To—The Secretary of State for India.

We have lately had occasion to bring to your notice that the number of Engineers in the Public Works Department is incommensurate with the extended scale on which it is contemplated to carry on work.

2. In our Despatch No. 170, dated 29th October, 1866, we asked for an additional number in excess of the ordinary annual number of 10 young Civil Engineers; and in our Despatch No. 34, dated 6th March last, we expressed a hope that you would be able to send us 30 or 40 additional Royal Engineer Officers for service in India. We had also previously in our Despatch No. 149, dated 14th November 1865, set down our annual requirements of Engineers from England at 28, Civil and Military.

3. In accordance with our wishes, you have invited candidates for 25 junior appointments of Civil Engineers at the usual annual competitive examination. We have not received as yet any reply to our request for 30 or 40 Royal Engineers. But it has been brought forcibly to our notice by Colonel Strachey, our Inspector General of Irrigation, that it is absolutely necessary to procure from England a considerable number of experienced engineers, even if the call for young Military and Civil Engineers is responded to, to the fullest extent.

4. The establishments, as they now stand sanc-

tioned, contain vacancies for 11 Executive and 10 Assistant Engineers, excluding Madras and Bombay, while we have to look for about 20 vacancies from ordinary causes by the end of next working season. Thus, without any extraordinary applications, we should require 41 officers to complete our establishments for the working season. In addition to this number, the applications from the Punjab Government, forwarded with our Despatch No. 80 of the 22nd ultimo, showed a want of 16 Engineers in the Irrigation Department of the Punjab, in order to carry out efficiently, the improvements of the western Jumna Canal and Baree Doab Canal, for improving the Inundation Canals for the survey for the proposed Sutlej Canal, and for the survey for the proposed Chenab Canal. We have not yet received a similar demand for the North-Western Provinces, but the extension of the works on the Ganges Canal consequent on the orders for re-modelling, has yet to be provided for, as well as the work of the new Jumna Canal, which we hope to take in hand next season, and the addition of some strength to the surveys for projects of irrigation in Rohilkund. Further, two additional engineers have been applied for, for other works. The Bengal Government has asked for an additional supply of six engineers to meet special requirements in Orissa, and for two specially qualified officers for the elaboration of projects for irrigation from the Damooda, and in Tirhoot. The Assistant Engineers required to aid these officers have also to be provided. For Rajpootana and Hyderabad, three engineers are asked. The Government of Madras has applied for eight engineers, and that of Bombay for four, in addition to the present establishments, for irrigation; but we have reason to know that a large further application may be expected from Bombay. Altogether we have already applications for 41 additional engineers, and

may expect to be asked for at least 30 more. Most of these, it will be observed, are for specific objects, and not mere general provision for probable wants. We

*Vacancies in existing establishment.	21
Probable casualties to end of next working season	20
Applications already received for increase	41
Further applications expected	30
Total	112

may say then that we want 41 officers to complete the existing establishments, and about 71 more for specific objects either in prosecuting surveys, or pushing on works already in hand. Altogether, then, 112 engineers* are wanted,

which, if our application to you be met in full, 75 will be supplied. Even if the 75 Engineers, Civil and Military, could be got, we should still want 37 more.

5. We think it most important that our supply of engineers should not greatly fail at this juncture, when the need of pushing on Irrigation Works is so pressing, and while the Government is endeavouring to secure this object without the aid of private companies, of which the action has as yet been unsatisfactory.

6. It is desirable that early steps should be taken for obtaining a supply of young men to be trained in Indian Engineering in sufficient numbers to be likely to meet the future requirements of the department, when its operations are extended, as is contemplated. But * * * * * an immediate reinforcement of experienced engineers is, moreover, necessary to admit even of those preliminary measures being carried out which are likely to be brought forward and approved in the next year or two.

7. * * * * * Intelligent engineers, who have been employed for some years on Railway, or Canal, or Harbour Works, would be fit to be placed at once in charge of the execution of Irrigation Works from designs prepared by persons having special knowledge of this branch of engineering. Doubtless it will take some little time for English Engineers to fall into the ways of Indian construction; but, with a fair amount of energy and intelligence, there is no reason to doubt that they would very soon become thoroughly capable.

8. As a proper number of such persons cannot be got in this country, and the Public Works Establishments, as they now stand, cannot be drawn upon for them, we would propose the publication of an advertisement calling for 30 candidates for service in India as engineers, arrangements being made for testing their qualifications and character in a suitable manner through the agency of some of our officers now in England.

9. We would name Major Chesney, R. E., who has lately gone on leave, as an officer thoroughly qualified to undertake such a duty in behalf of this Government, so far as a knowledge of the wants of our service are concerned. We think it would be desirable

to associate with him an English Civil Engineer of known character, by whose help a better knowledge might probably be got of the personal character of candidates—a matter of no small moment.

10. The successful candidates would be placed at once, according to their experience and qualifications, in the following classes and grades:—

		Rs.
Assistant Engineer, 1st grade . . .	400	per month
Executive " 4th " . . .	500	"
" " 3rd " . . .	600	"

11. The corresponding length of actual practical experience as engineers should be about five years, seven years, and eight years.

12. They should be engaged to serve five years, the Government of India having the power to send them home at the end of three years, without assigning any reason, and at once, on paying six months' salary, in both cases the passage back being paid by Government. In cases of misconduct the Government of India to have the power of summary discharge and loss of passage back to be incurred. Those remaining after three years above named, to be considered on the ordinary footing of Civil Engineers in Government employ.

13. It should be distinctly explained to the candidates that the Government of India does not pledge itself to employ them solely on Irrigation Works, nor on any special class of works, but that they must be prepared to undertake whatever they are put to in regular course of the business of the Public Works Department in this country. In fact, the natural course of proceeding would be to draw, from whatever employment they may now hold, officers having experience in irrigation to superintend the surveys necessary for the preparation of new projects for irrigation, and to supply their place in the best way possible, using the new Civil Engineers now applied for in such situations as they may be found best fitted for.

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15. At present the only establishment that we

Rank.	N. W. P.	Punjab.	Total.
Chief Engineers.	1	1	2
Supntg. Engineers.	2	2	4
Executive Engineers.	20	10	30
Assistant do.	15	10	25
Total	38	23	61

have, who are exclusively employed on irrigation works, are those in the North-Western Provinces and Punjab, of

which the present strength is shown in the margin.

16. We have taken steps towards forming similar establishments in Bengal and Bombay. In Madras there are many engineers experienced in irrigation

works, but as yet there has been no separate branch of the department devoted to that sort of work. We hope gradually to form irrigation branches of the Public Works Establishments for all the local Governments, (and those Governments will, of course, be duly consulted on the subject); but the process of so doing will at first draw very largely on the experienced officers of the irrigation establishments already existing, and extraordinary means must * * * be had recourse to in order to recruit them.

17. The Engineers, the Government would obtain in the manner we propose, would * 939 * be as good as any that could be obtained by private companies. Moreover, the next working season will be in a great measure lost, as regards the progress of Irrigation Works, unless a considerable supply of engineers is received at once; * * * are not aware of any other mode of ensuring this than a compliance with the application now made. 939

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